



The Kaleidoscope

A REFLECTION OF DIVERSITY IN PUBLIC WORKS



Diversity in Public Works

Public Works Diversity Committee:

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 Steve Barnhardt, Wastewater (x8620)
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 for the employees of
 Public Works

Bust a Rut or Rut Busting

Submitted by Megan Henning, Engineering

Same routine...exhausted...bored...stuck in a rut.

I have definitely been stuck in a rut before and sometimes ruts can be deceptively comforting — until you enter a constant state of blah. Previously, I tried to pass the rut-blame on to a micromanaging boss, a partner being a dud in the relationship, a work schedule that was sucking the life out of me...but I soon found out that I was the common denominator in these situations and therefore, also the best person to facilitate change.

In examining these ruts, it became clear to me that creativity and learning were necessary for my happiness and unfortunately, were missing from my every day life. Once I discovered this, my world started to change.

To be accountable for my own happiness, I need to be responsible for going beyond my comfort level and routine in order to include creativity in my every day life. This basically means doing new things as well as doing the same things differently. Some things that I do to bring creativity to my life are: choosing to not watch TV, cooking a new recipe, participating in a book club, walking my pooch in an unexplored neighborhood, playing around with an unfamiliar computer program, hiking to the top of a new mountain, trying a new



restaurant, borrowing music from friends that I would never choose on my own, attending diversity trainings at work, researching a topic from the newspaper that I know nothing about, always signing on for new projects at work, listening to a new band or kind of music—and the list goes on. The biggest change that I have made is pursuing a master's degree in library and information science. I am learning new things every day and am forced to change my routines to make this program a priority. It is so wonderful and exciting!

Maintaining diversity in thought and learning is very important to me as an individual who values creativity and intelligence. I live by the philosophy of lifelong learning: "It's never too soon or too late for learning."



Choose your friends by their character and your socks by their color. Choosing your socks by their character makes no sense, and choosing your friends by their color is unthinkable. —Anon.

My “other” job

Laura Cunningham, PW Maintenance

I tell people I have two full-time jobs: one I get paid for, and one that I don't. While I truly love my “paid” job as a Traffic Engineering Tech, my passion lies with the one I do at home — I'm a sheep farmer, spinner, weaver, knitter and dyer.

I raise a critically endangered breed of sheep, Romeldale/CVM's. They were developed as a dual purpose, white-faced breed, giving both fine white wool and a good carcass. The CVM part, which stands for California Variegated Mutant (we really hate the “mutant” appellation), comes from the discovery of a colored lamb resulting from two white parents. This lamb was mostly gray, with black legs and belly, and a “badger” striped face. Because colored sheep were not commercially viable, and were considered to “pollute” the white wool clip, they were routinely killed at birth. The son of the farm manager hid this ewe lamb, and a ram lamb that cropped up a year later, beginning the CVM strain. We now tell people that the CVM is simply a color pattern of the Romeldale breed, somewhat like a palomino Quarter Horse — palomino is not a breed but a color.

Because this breed was not widely used, numbers have dwindled. With fewer numbers, the genetic diversity of the breed has sharply decreased as well. In an effort to boost production in terms of size, weight of fleece, number of lambs and growth of lambs, the registry that I belong to is embarking on an upgrading program using the original founding breeds, the Romney and Rambouillet/Merino breeds. Through careful selection and cross-breeding, we hope to restore these sheep to the productive breed that they were.

I have been showing my sheep at local fiber festivals, such as Black Sheep Gathering here in Eugene and Oregon Flock and Fiber Festival in Canby, Oregon. My yearling ram took Reserve Grand Champion Romeldale at Black Sheep, and Best Romeldale at Oregon Flock and Fiber — I was very proud!



Fortunately for me, and other spinners and fiber people, Romeldales come in many colors: black, brown, shades of gray and white, as well as spots and combinations of colors. I sell my fleeces to hand spinners. I have been spinning since 1973, and though it's really cheaper just to purchase fleeces, I love having the sheep around. It's actually easier to sell colored fleece than white, unless I promote the dyeing aspect of the white wool — colors are so much fun!

I use natural dyes, having developed a severe reaction to chemical dyes (I call them “unnatural dyes”). While they take a little longer to prepare, the colors are every bit as vibrant, and very beautiful. It's particularly nice to dye colored wool — the grays and browns give a depth and warmth that white doesn't have.

So, what does all this have to do with diversity? I have applied for grants from the NRCS and USDA (unfortunately, I haven't yet been successful). The applications have a portion that deals with minorities. As a single woman farmer, I am among a number of applicants that receive special consideration. There are additional categories for other protected classes.

People often ask me how I get it all done. I'm not sure, but I know that I wouldn't trade this life for anything.

IIPT* Credo of the Peaceful Traveller®

Journey with an open mind and a gentle heart.

Accept with grace and gratitude the Diversity I encounter.

Revere and protect the natural environment

which sustains all life.

Appreciate all cultures I discover.

Respect and thank my hosts for their welcome.

Offer my hand in friendship to everyone I meet.

Support travel services which share these views.

By my spirit, words and actions, encourage others

To travel the world in peace.

*International Institute for Peace through Tourism — <http://www.iipt.org>

Co-worker's Corner — It's About Us!

A Kaleidoscope of Thank Yous...

...to ALL outgoing members of the PW Diversity Committee who have served their 2-year terms as division representatives, some of whom are highlighted in this edition's Coworker's Corner (not pictured are Nancy Burns, Damon Joyner, Mark Snyder, and Jean Jancaitis). Without exception, this entire group of soon-to-be PWDC alumni contributed their time, enthusiasm, and ideas to not only continue the momentum generated by previous committee members but to also achieve productive change, such as bringing you this colorful on-line department diversity newsletter! We salute this diverse group of individuals who found common ground — most of the time — on the PW Diversity Committee.



Tom Mendes— Environmental Data Analyst, PW/Wastewater Division and 2006 President of the Public Works Diversity Committee

Hometown: Santa Fe, New Mexico (though my soul is still in Montana)

College: College of Santa Fe/Montana State University/University of Wisconsin

Major: Chemistry/Hydrogeology/Geographic Information Systems

Professional Ambitions: to leave the area where I live a better place for those who come after me

My biggest adventures: bicycling the coast of Australia from Cairns to Adelaide, and trekking through the Pindhos Mountains and Zagorian villages of Greece

This always brings a smile to my face: good chili roja or verde (I just returned from New Mexico with 90 pounds of green chili and 10 pounds of dried red chili — should last a couple months)

“Getaway” place: deserts of the southwest. If you lay on the Navajo sandstone at night you can explore the stars

Game to play: Bocce ball with a Martini in hand



Jody Childrey—Operations Specialist, PW/Airport Division

Years with the City: Five

Something very few people know about me: my love for painting

This always brings a smile to my face: my daughter Dani and my “furry children”

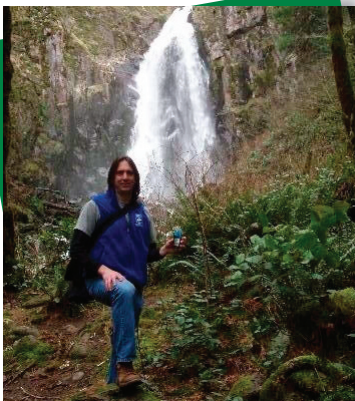
“Getaway” place: spending time with my husband and daughter at Sunriver

Person I would like to have dinner with and where: Toby Keith & Jerry Rice...ANYWHERE

Game to Play: softball, badminton, and cards

Athlete or team I enjoy watching: my daughter's softball team “McKenzie Thunder” and football!

Favorite Cartoon Character: Eeyore



Steve Barnhardt— Wastewater Technician, PW Wastewater Division

Hometown: Waverly, Nebraska

College: University of Nebraska

Major: Life Sciences

Personal Ambitions: to keep up with my children

My dream job is: stay-at-home Dad

My biggest adventure: 8-month trip to southwestern USA

My most prized possession: 1959 Gibson hollow body guitar

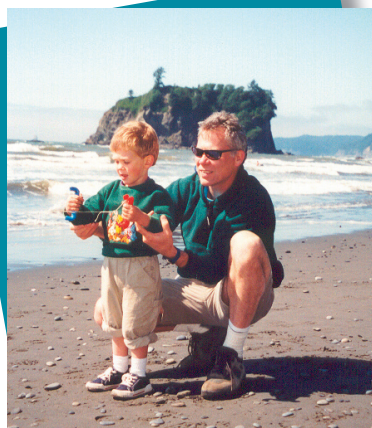
Activity in or around Oregon: hiking and geocaching (outdoor treasure hunting using GPS and other navigational techniques—typical cache is a log book or trinkets in a waterproof container)

Person I would like to have dinner with and where: Kurt Vonnegut in a dumpy diner

“Getaway” place: Willamette River, any river really

Game to play: disc golf

Musical artist or group: John Hiatt



Mark Schoening—City Engineer, PW Engineering Division

Hometown: Minneapolis, MN

College: University of Minnesota

Major: Biology and Civil Engineering

Years with the City: 4 1/2

Personal ambitions: to raise my two children to be healthy, happy and successful adults

My dream job is: Domestique in the Tour de France peloton

My biggest adventure: a motorcycle tour from Minnesota to Alaska

Something very few people know about me: I swam competitively for 12 years and went through college on an athletic scholarship

This always brings a smile to my face: my four-year old daughter saying “dag nab it” when I say no to one of her requests

Activity in or around Oregon: mountain biking in central Oregon

“Getaway” place: North Shore of Lake Superior

Game to play: Slap Jack

Athlete or team I enjoy watching: Minnesota Twins



Jeanne Oakes—Senior Administrative Specialist, PW Engineering Division and Editor, 2005-2006 Kaleidoscope

Hometown: right here in Eugene and I absolutely love it! Still.

Years with the City: 3

Personal ambitions: to help all things grow, whether it is children, plants or adults

A charity organization or event that pulls at my heartstrings: Special Olympics and Birth To Three

Musical artist or group: Eugene Symphony and The Boss!!

My most prized possession: after years and years of collecting “stuff” that I now wish I didn’t have, my most prized possession is a warm, happy and fulfilled heart

My teammates describe me as: laid back, funny, mother earthy, kind

My biggest adventures (not necessarily in order): cruising into Glacier Bay, Alaska on the bow of an older, smaller cruise ship — freezing but smiling; helicopter ride into Mt. St. Helens after it blew; helicopter ride above Alaska’s glaciers, then landing on one!; hot air balloon ride in Arizona; being a parent of two sons, a step-parent of two and a grandma of six little hearts (and surviving it all)

Activity in or around Oregon: camping and exploring everywhere

“Getaway” Place: the Oregon coast, walking the beach with my border collie, Patches

PWDC MISSION STATEMENT

The City of Eugene Public Works Department is committed to fostering understanding, communication and respect among all members in the department.

We believe in a department that is accepting of everyone so that we capitalize on the strengths emanating from our differences.

By drawing on our individual strengths, we believe we can create an optimum and respectful workplace, one that can attract and retain a diverse workforce, allowing us to serve the community from which we come more effectively.

We believe that an inclusive diversity

program is pivotal to reaching our professional potential, both individually and collectively.

GOALS

The goal of the PW Diversity Committee is to promote a workplace free of harassment and discrimination. We recognize and respect diverse viewpoints, cultures, and life experiences.

PW Diversity Committee Brief



The PWDC sponsored an informational booth at the Fiesta Latina recently, giving away frisbees, balsa glider planes, and small flashlights to the children; answering questions concerning the City; and distributing the PWDC Diversity brochure, available in English and Spanish. There were wonderful ethnic foods, entertaining and toe-tapping music, lots of activities for children and colorful costumes on the dancers. Our booth had a front-row seat for it all! We encourage you to go and try something different next year if you haven't already been to the Fiesta.



Look for a Public Works Employee Photo Display near you! By the end of the year, the PWDC Communications subcommittee will provide an employee photo display to each division of Public Works. Each display will represent employees from all PW divisions—at work and at play. It will be a great way to discover/affirm the wonderful variety of interests enjoyed by our PW colleagues. Thanks to all who participated.

Cowboy Soup Recipe

Editor's note: recipe compliments of my niece, Kristi Chase.

Great for the cooler days upon us, tailgatin', or after that brisk fall color walk—easy too! My kind of recipe!!

- 1 lb. hamburger
- Carrots, celery, onion (brown together with hamburger)
- Add to the above: two cups of water with two beef bouillon cubes and
- (2) 8 oz. cans tomato sauce
- (1) 16 oz. can of stewed tomatoes (with oregano, basil or whatever spice you may prefer)
- (1) 16 oz. can of kidney beans
- (1) package frozen hash brown potatoes, uncooked

Add corn, peas, whatever else you want to throw in the mix

Let simmer for 20-30 minutes

